

# Office of Equity Updates

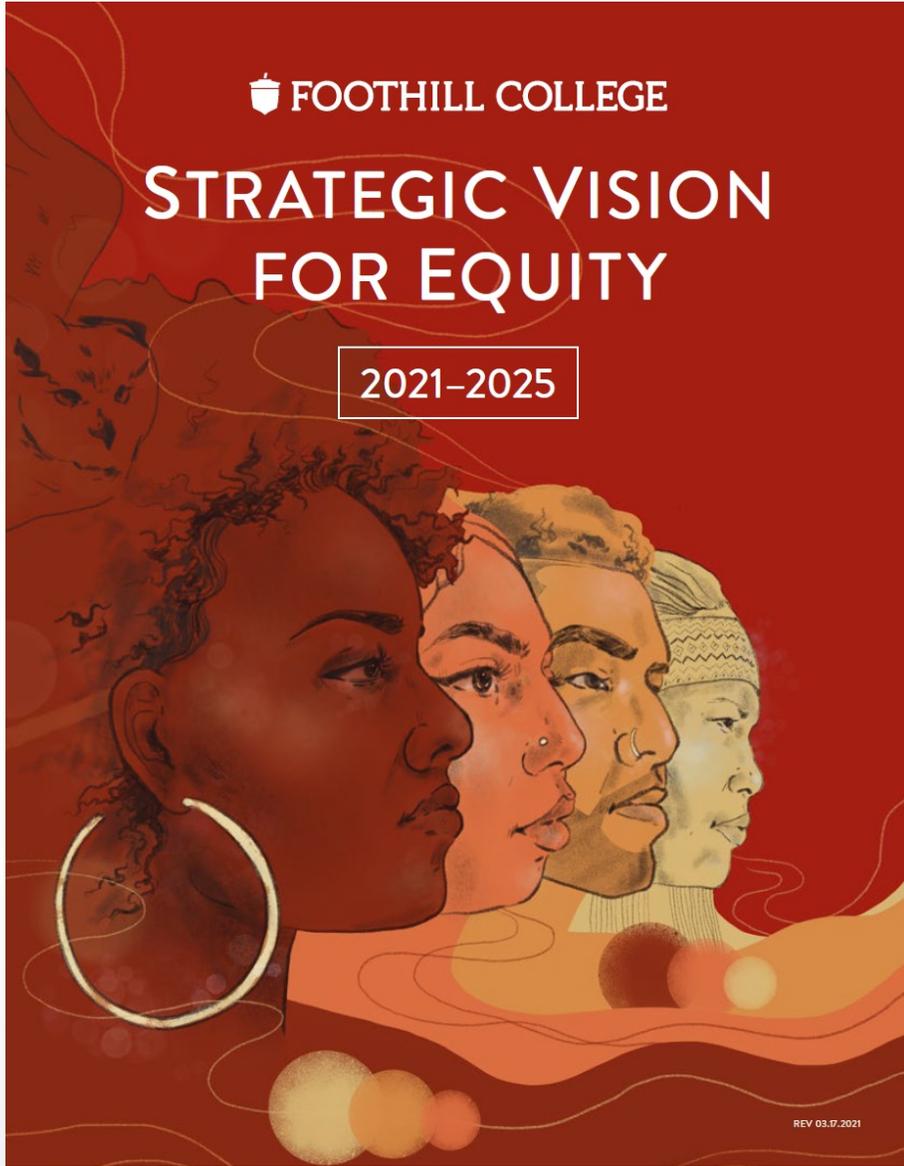
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2.14.22

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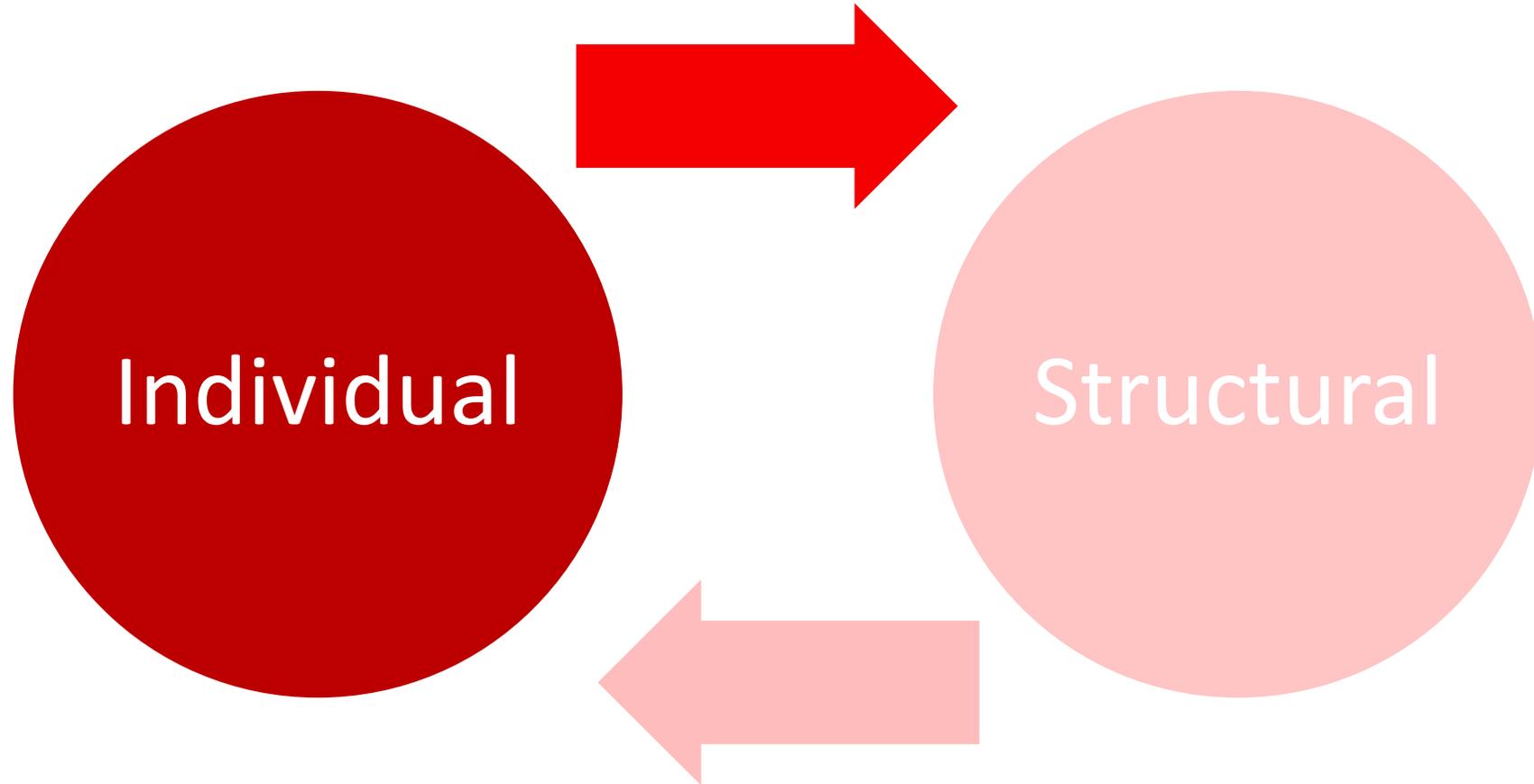
# STRATEGIC VISION FOR EQUITY

2021-2025

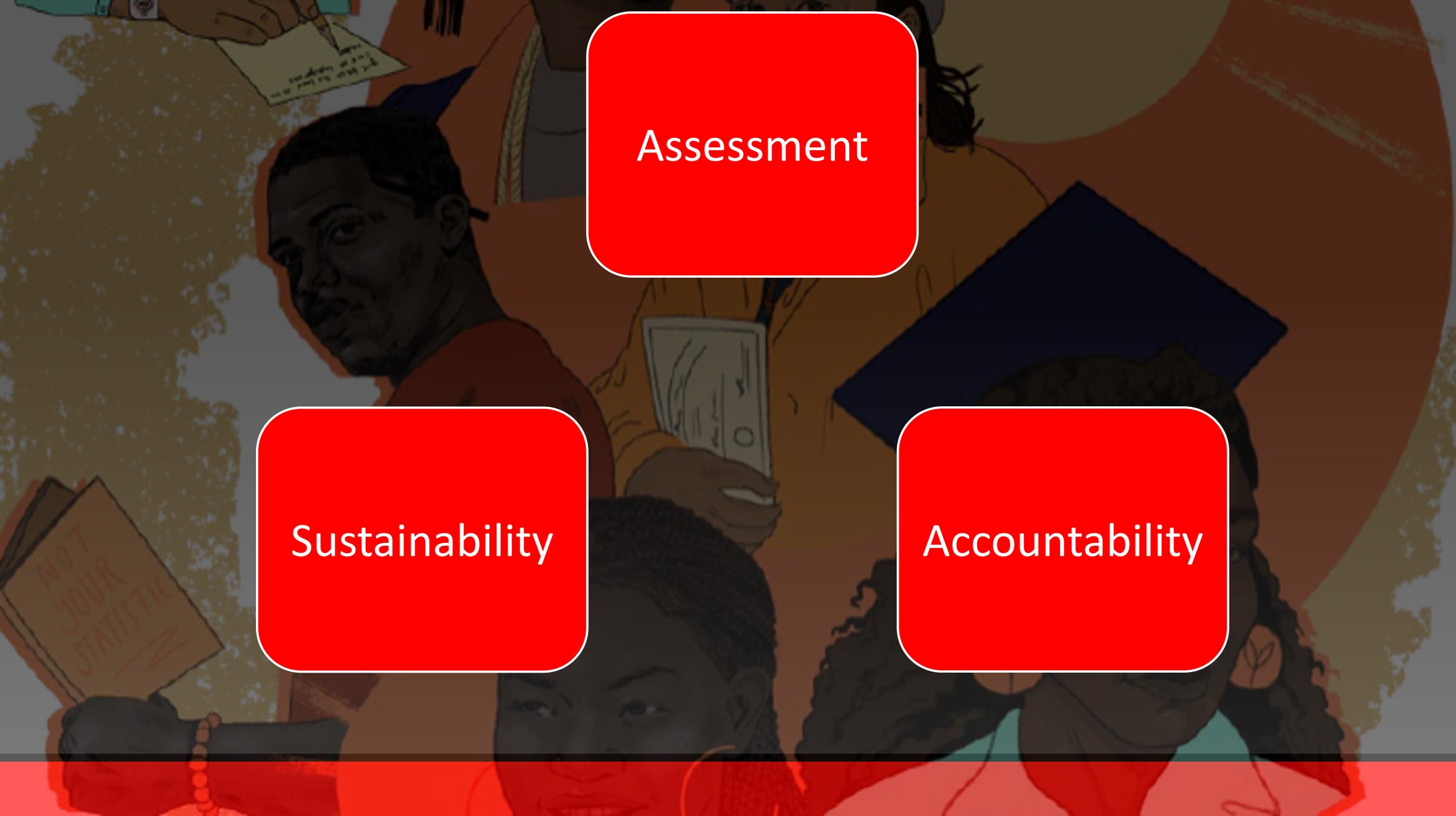


**“When you know your why, your what becomes more impactful, because you are walking towards or in your purpose.” – Michael Jr.**

# Campus Culture



“In order to employ a shift towards racial equity, there are three dimensions of change our college must engage: structural, cultural and individual” (Strategic Vision for Equity, 2021, p. 14).

An illustration of a diverse group of people in an academic or professional setting. In the foreground, a woman with braided hair and large hoop earrings looks towards the viewer. To her right, a man in a blue graduation cap and gown is visible. In the background, a man in a red shirt looks to the left, and another person is writing on a piece of paper. A large, stylized sun or moon is in the upper right. The overall color palette is warm, with reds, oranges, and yellows.

Assessment

Sustainability

Accountability



# Accountability

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How do we create ownership of the work required by the Strategic Vision for Equity?

“This can be accomplished individually within one’s day-to-day responsibilities, culturally within the practices of one’s department and in collaboration with colleagues, and structurally through administrative procedures, policies, and strategic planning” (Strategic Vision for Equity, 2021, p. 17).



# Assessment

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How do we monitor, track and review the work as it relates to the Strategic Vision for Equity?

“As the campus moves from planning to action, it will be essential to then create appropriate milestones that will guide the campus in determining the timeline for evaluation of proposed activities” (Strategic Vision for Equity, 2021, p. 17).

# Sustainability

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How do we embed the work described in the Strategic Vision for Equity into the everyday systems and structures of the college?

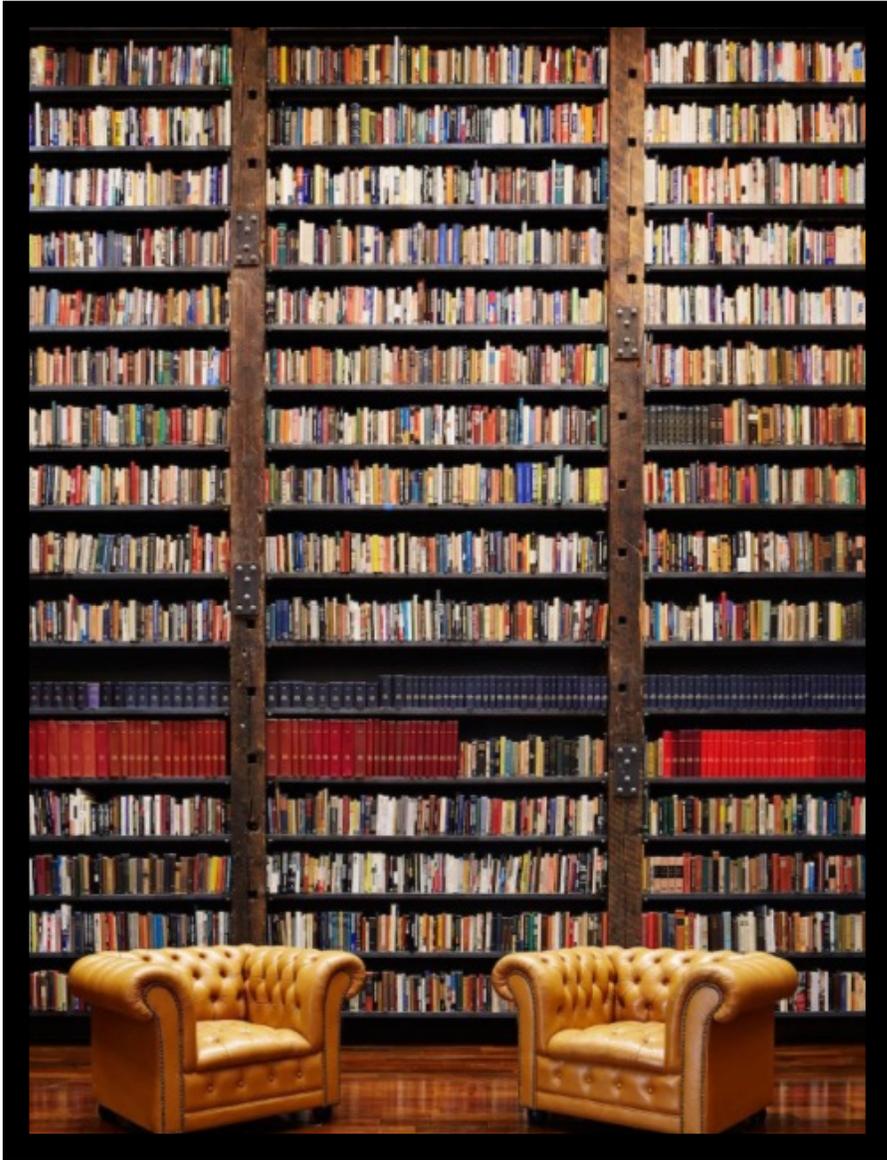
“Wherever an individual or area may be in the work, it will be important that the campus community be kept abreast of what is occurring and any results that are being produced. Reporting could occur at events as large as Opening Day, or in more focused spaces such as division meetings or governance” (Strategic Vision for Equity, 2021, p. 17).



## Think Tank & Thought Partners

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- Focused conversations regarding specific topics
- Provides feedback and consultation to Office of Equity around key decisions
- Participants have function or content expertise (one on one, small groups)
- Take place periodically throughout the academic year



# Inflection Points

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- Focused vs. Broad Approach to Implementation
- Landscape Analysis
- Program Review or/and Individualized Action Plans
- Individual Accountability
- Transparency, Campus-Wide Reporting and Reaffirmations
- Resource Allocation to Sustain or Create New Equity Focused Programming

